



ALASKA NATIVE TRIBAL HEALTH CONSORTIUM
Office of Human Resources
4000 Ambassador Drive
Anchorage, Alaska 99508
Telephone: 907-729-1301
Facsimile: 907-729-3638

REGISTERED NURSE	
	Job Code: 0000
Department: Internal Medicine Outpatient	ICPA: Covered
Division: ANMC	Last Updated: October 1, 2005
FLSA [] Exempt [X] Non-Exempt	Approved Date: May 31, 2005

JOB DEFINITION: Provides professional nursing services to accomplish the individual patient plan of care, and support the operations of the Alaska Native Medical Center and programs.

ESSENTIAL FUNCTIONS: The functions of the Registered Nurse are to collect patient health data, analyze the data to determine diagnoses, identify expected outcomes individualized to the patient, develop a plan of care that prescribes interventions to attain the expected outcomes, implement the interventions identified in the plan of care, and evaluate the patient's progress toward attainment of the outcomes, working collaboratively with the healthcare team.

REPRESENTATIVE DUTIES: *The following duties **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification. Shown are duties intended to provide a representative summary of the major duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.*

- The Registered Nurse (RN) actively participates in the systematic evaluation of the quality and effectiveness of nursing practice, participating in quality of care activities to initiate positive changes in nursing practice.
- The RN evaluates one's own nursing practice in relation to professional practice standards and relevant statutes and regulations, identifying short and long term professional goals.
- Utilizes the ANA Scope and Standards of Practice and the Code of Ethics for Nurses with Interpretive Statements as the foundation for nursing practice.
- The RN interacts with and contributes to the professional development of peers and others practicing in a Shared Governance model of nursing practice.
- The RN's decisions and actions on behalf of patients are determined in an ethical manner, and care is delivered in a nonjudgmental and nondiscriminatory manner that is sensitive to patient diversity preserving patient autonomy, dignity, and rights.
- The RN collaborates with the patient, family, and other health care providers in the formation of overall goals and the plan of care, as well as in decisions related to care and the delivery of services.
- The RN considers factors related to safety, effectiveness, evidence based-practice, and cost in planning & delivering patient care, and assists the patient and family in identifying and securing appropriate and available services to address health-related needs.
- The RN delivers timely and effective nursing care according to established standards including physical, social and emotional care.
- The RN directs the day to day activities of LPNs, PSAs, MCs and Patient Observers.
- Performs other duties as assigned or required.

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KNOWLEDGE and SKILLS:

- Knowledge of nursing science, principles, techniques, and procedures for the care of patients.
- Knowledge of healthcare terminology, anatomy, physiology and concepts of disease.
- Knowledge and ability to utilize evidence based practice to develop the plan of care and interventions.
- Knowledge of the hospital environment and how the services and functions interact.
- Knowledge of Alaskan culture.
- Knowledge of nursing theorists and ability to provide theory based care for patients.
- Knowledge of shared governance environment with shared-decision making.
- Skill in providing effective and compassionate nursing care, assessing patient situations and taking effective courses of action.
- Skill in assessing and prioritizing multiple requests by patients, families, and team members.
- Skill in providing cardiopulmonary resuscitation.
- Skill in operating a personal computer utilizing a variety of software applications.

MINIMUM QUALIFICATIONS:

- Current registered nurse license in the State of Alaska
- Has participated in 30 hours every 2 years continuing education in nursing in general, 16 of which are in the specific area of practice.
- Basic Life Support (BLS)
- A Bachelor's Degree in Nursing is preferred.
- National certification is preferred.

ADDITIONAL REQUIREMENTS:

Must be licensed as a Registered Nurse by the State of Alaska and remain active with all annual licensing requirements. Work involves the potential for exposure to infectious diseases. Some non-standard work hours are required.

MINIMUM PHYSICAL REQUIREMENTS:

☒ Standing ☒ Repetitive movements
☒ Sitting ☒ Bending/squatting
☒ Walking ☐ Driving

Weight lifting:

☐ up to 10 lbs ☐ up to 25 lbs
☒ up to 50 lbs ☐ up to or > 100 lbs.

AGE SPECIFIC REQUIREMENTS Provides care to the following age groups:

☐ newborn (0-28 days) ☐ infant (29 days –1 yr) ☐ child (1-12 years)
☐ adolescent (12-18 years) ☐ adult (18-64 years) ☐ geriatric
☐ maternal/ neonatal ☐ none

This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

Signature below acknowledges that I have received a copy of my job description and my supervisor has discussed it with me.

Employee Acknowledgment/Signature

Date

Printed Employee Name

Date

Supervisor Signature

Date